



CITY OF CONCORD

New Hampshire's Main Street™

Public Safety Advisory Board

DRAFT Minutes

July 27, 2020

Call to Order

Councilor Grady Sexton called the meeting to order at 3:00 pm.

Board Members Present: Councilor Grady Sexton (Chair), Councilor Candace Bouchard, Lisa Brown (arrived late), Donald Carter, Steve Edwards, Carol Hargrove, Councilor Fred Keach, Councilor Erle Pierce (arrived late), Council Zandra Rice-Hawkins

Members Excused: Mayor Jim Bouley, Michael Russell

City Staff Present: Police Chief Bradley Osgood, Deputy Police Chief Greg Taylor, Deputy Police Chief Steven Smagula, Deputy Police Chief John Thomas, Fire Chief Guy Newbery.

Approval of Minutes

Councilor Bouchard moved to approve the minutes from June 29, 2020. Donald Carter seconded the motion.

Councilor Rice Hawkins stated that there is an incorrect reference to the Obama Task Force Policing Commission's report date. The report was issued in 2015, not in 2018 as reported in the minutes.

Councilor Bouchard withdrew her original motion and Donald Carter withdrew his second.

Councilor Bouchard moved to approve the minutes with a corrected report date of 2015. Donald Carter seconded the motion.

The amended minutes were unanimously approved.

Councilor Grady Sexton noted that there has been a request to end the meeting by 04:30 p.m., so anything on the agenda that is not discussed during the meeting will get moved to the agenda for the next meeting on Monday, August 31, 2020 at 03:00 p.m.

Update on State and County Policies impacting the criminal justice system and crime in Concord.

Chief Osgood said that he was reviewed documents from the last discussion in 2019 and that the committee had previously discussed the drug epidemic, the S.O.A.R program, Drug Court, as well as issues relative to bail. He said that he followed up with the County Attorney's Office regarding the S.O.A.R. Program and it does not

look like the County Attorney is willing to move on her principles and how she utilizes the program. He also noted that during COVID-19, the programs are still functioning but it has been a different environment.

Councilor Grady Sexton asked if there were any questions or comments from the Committee.

Councilor Rice Hawkins said that she has a report out from her subcommittee. She stated that the Director of Human Services, Karen Emis-Williams and she spoke about the concern about whether or not people were moving to Concord to utilize homeless services. She stated that she got a couple of top lines from the work that she did looking into this issue. Ms. Emis-Williams states in her report that the majority of the clients are from Concord and Penacook, over 95%. She said that on occasion there are homeless cases from other towns and states and when asked about why Concord, the most common response was that they heard that there were resources here and it was a good place to live. We have seen homeless cases from all over the state and outside the region as well but those numbers are fairly small. There has been an increase during the pandemic of housing requests from the chronically homeless community which we typically do not see in Concord. She said that all those cases were from Concord except for one. According to the homeless outreach worker there about 150 to 170 homeless individuals in Concord which includes people who were staying in their cars, camps, doubling up and "couch surfing." In the report, Ms. Emis-Williams also noted that the issue of people relocating to Concord without a concrete plan is not unique and that the same issue is happening in other communities. She states that the McKenna House, Homeless Resource Center and Friend's Program all say that the majority of their clients are from the area. If a person is from a different NH city or town, Concord will call their welfare department. Occasionally the city is reimbursed or services are coordinated with them. It's also important to note that 90% of our general assistance budget is spent on rent for Concord and Penacook residents.

Councilor Rice Hawkins submitted the report and also states that she will email it to the Chair and Chief.

Councilor Grady Sexton asked Chief Osgood if we have seen a rise during the pandemic of homeless camps in the city. She also asked if we are dealing with them any differently as a result of the pandemic.

Chief Osgood said that they have been following the homeless camps on a daily basis throughout the pandemic.

Deputy Chief Smagula, who has been coordinating efforts on homeless camps for the Department, said that within the last 24 hours Officers were out monitoring homeless activities, and this particular morning they identified 16 active and inactive encampments behind Capital Plaza. The PD also is putting together a resource for all officers so that they can identify where the camps are located and who is staying there. He said that they are also trying to document the amount of trash that is there which needs to be addressed, and is working with Chip Chesley from General Services on this effort. He stated that these issues are primarily occurring on public property however that the PD has been called about homeless camps on private property as well.

Councilor Keach asked what level of complaints the PD gets from the private land owners down behind Capital Plaza.

Deputy Chief Smagula said that it is complicated because the parts of the land are owned by the Railroad, The City, and Capital Plaza. He said that they have had good cooperation, and that there is an understanding with the Railroad that the police department can go on their lands to take enforcement action.

Councilor Keach follows up and said that when the City clear cut the area between the Holiday Inn and the Friendly Kitchen that it was a pretty effective method in slowing the growth of illegal camping. He suggested that may be a method to be considered that could mitigate this type of illegal camping.

Deputy Chief Smagula agreed with Councilor Keach and said that he had noted in an email earlier that that was a very effective strategy for maintaining public safety. He stated that in the spring when the cold weather shelter ends and tents are handed out, the complaints from both public and private property tend to begin. He said that once the area is flushed with foliage you don't see it as much but it is still there and a problem. He said he has concerns about the health and the welfare about individuals living down there, as well as the safety of police officers who enter the camps. He noted that one of the officers earlier who entered a camp believed he had mites or fleas biting his lower extremities. He said it is a real problem and he agrees that cleaning it up in that way is beneficial for everyone's safety and that this strategy was also effective in the north end of Storrs Street.

Councilor Grady Sexton asked if there are any children living in these encampments.

Deputy Chief Smagula said that it is uncommon but it has been seen.

Councilor Grady Sexton asks if DCYF is involved in those cases.

Deputy Chief Smagula replied that they have gone out.

Councilor Bouchard said that she noticed a couple months ago that there seemed to be a homeless camp behind the former Ruby Tuesday's. She said it looked like people were living out of their cars. She said there seemed to be about 15 vehicles regularly there and wanted to know if the Police Department was checking on that and whether the landowner knows and if there were any issues.

Deputy Chief Smagula said that he has been in personal contact with the landowner over there. He said that the old Ruby Tuesday's lot is being retrofitted to a dentist office. He said he has had multiple dealings and that to his knowledge the issue up there has been handled.

Ms. Hargrove asked if Concord gets financial assistance from the communities where people originate from, or if Concord taxpayers have to shoulder the whole burden themselves. She stated that she feels that is unfair to the Concord residents and suggested that churches or charitable organizations should assist. Councilor Rice Hawkins said that it sounds like from the City Human Services Department that over 95% of the homeless in Concord that have been tracked or spoken with do actually come from the Community. She said that in terms of trying to recoup some of those costs when someone is identified as being from outside their region, their home area is contacted. She said it sounds like many of these individuals live here.

Councilor Rice Hawkins asked Deputy Chief Smagula whether or not there is a location in town that is preferred for camping for those who have housing insecurity and if there is an area better suited for them than where they are currently housing themselves.

Deputy Chief Smagula said that in his work with the Homeless Coalition they there have been discussions about the use of property, but he is not aware of any private property land owner that would take on such a task. He said that generally he gets called from private landowners that do not want the liability of the encampments. He said that where they are best suited is a really great question.

Councilor Keach said that the issue of encampments is a public safety issue, and it is a serious problem in the neighborhood of the Capital Shopping Center. He said that the Public Safety Advisory Board should be focused on public safety, and finding land where someone can put up a tent is short term solution.

Councilor Bouchard noted that with this pandemic will likely increase in homelessness due to the increased number of evictions as a result of financial insecurity. She said huge numbers are being expected nationally and that the New York Times reported that there could be up to 45% of Americans that could become homeless. She said that she thinks we need to focus on temporary housing or some kind of livable shelters other than outdoor encampments so that the City is ahead of the curve and prepared.

Councilor Hatfield called in to the meeting as a member of the public and said that she has noticed encampments up behind Blossom Hill Cemetery behind the Quarry property. She said that along with all of the concerns that have been raised that there are fires that are being used in this area, she assumes for cooking. She asked if fire or police have been up in that area educating people about the risks. She also asked if someone who is camping at a place like that could obtain a fire permit for those uses.

Fire Chief Newbery said that you cannot get a fire permit unless you have written permission from the property owner. He said that typically most of the camps that have been dealt with do not get fire permits. He stated that property owners can obtain fire permits online, and that most of the problematic camps that they have been to never get a permit. Occasionally when the weather gets dry some of the fires do extend. He said that they haven't had one in a few months and the last one was in the area of Shaw's off of Loudon Road. He said that there have been a slew of outdoor fires in the last few months spoke about how they continue with the Project First. He said that many of the people living in camps have issues with substance abuse and that Mr. Stewart is in contact with them and is trying to help campers obtain services. He said that to the best of his knowledge, the department hasn't been to any of the camps for fires and they haven't been up to the camps behind the cemetery recently.

Councilor Grady Sexton asked if it is possible during the next meeting that Chief Osgood or Deputy Chief Smagula provide another update on the homeless situation.

Chief Osgood said absolutely.

Follow up discussion relative to the Concord School District sexual misconduct matter.

Chief Osgood said that there are a couple of updates. The last time that the Public Safety Advisory Board met the independent investigator's report had been completed, but it had remained private. He said that the School Board had deemed it an internal record which was not subject to 91-A. He said that his understanding was that the School Board had released a redacted version of the report a couple weeks ago, which was published by the Concord Monitor. He said that since the last meeting the School Board had established a type of task force/committee to develop a strategic plan that revolved around safety within the schools. The group

is made up of Chief Osgood, principals, vice-principals, administrators, teachers, and members of the community. He said that DCYF is also a partner. There are approximately 5 students that are on the committee. He said that the committee is facilitated by Dr. Gerri King. Dr. King has been doing this type of work for some time. He said that the committee met three to five times and a mission statement and a vision statement was developed, along with goals that are being established. The committee was slowed by COVID-19, but the Chief said that he had a meeting with the new Superintendent of Schools and that they are going to be bringing the committee back in late summer early fall. He said it is still a work in progress but it is going well so far.

Follow up discussion relative to any impacts that the State Prison, State Hospitals and surrounding municipalities have on homelessness in Concord.

Chief Osgood said that the initial discussions happened almost a year ago. The Legislature had a committee that was put forth by the Chamber of Commerce to determine whether or not the State Prison was contributing to the homelessness or burdening municipal resources, and they found that wasn't really the case. He said we had heard that the State Prisons were going to be moving people out due to COVID-19, and the same thing may have applied to the State Hospitals. He said that there is more of a need to get into the State Hospital than there is to get out of the State Hospital. He said since March the whole Criminal Justice System has been in a state where it is difficult to navigate the Criminal Justice System right now. People are not being held because the jails do not want to hold people because of COVID-19. He said it has been a very slow process. He cited an example of arresting the same individual at least 7 times during the pandemic. He said that they are just not able to get ground with the Criminal Justice System and that he is hopeful that as we come out of this that we'll have learned something. He said he thinks that one of the things that he thinks that the courts have learned is that they can do some of their work by video conferencing which doesn't have to bring people into the court. He said that they are learning a lot about police procedure, interviewing people and that a lot has been done over the phone or outside in open air.

CALEA

Chief Osgood noted that Councilor Pierce was being added in and he believes that Lisa Brown is now in the meeting.

Chief Osgood said that he put CALEA on the agenda, which is the accreditation outfit for Law Enforcement. He said that this has been discussed frequently in the Governor's Task Force. He said that in New Hampshire there are only 12-15 departments that are nationally accredited and that there is over 200 police departments in the State of New Hampshire. He said in the Country there are only 900 police departments that are Nationally Accredited. He said there is a lot of a question about why police departments wouldn't be accredited. In the late 1980's, early 1990's the Concord Police Department was in the process of becoming Nationally Accredited but the funding mechanism for that was cut in 1991, during the recession. A lot of the policy manuals are already built under the CALEA format. The Chief said that the department is in pretty good shape as far as the policies aligning to the CALEA standard. In March of 2010 the department came to the Public Safety Advisory Board and spoke about the desire to restart the CALEA accreditation process; however he was unsure of why that didn't happen. He would like to continue the discussion with the Advisory Board because they are committed to giving the accreditation a shot again, but he states that you have to be all in.

CALEA require 450-490 points that have to be hit in order to meet accreditation and it's about a three year process. He said there is a financial consideration. At a minimum it is probably in the area of \$8000.00 to \$15,000.00 just for the fees to enroll in the program and that would be on an annual basis. He said the other fees would come through any structural type of changes or facility modifications that would be necessary however, that is undetermined at this point. He said that the Governor's Commission had talked about a possible grant program where the annual fees may be able to be reimbursed by 50%. He said that he would like the board to eventually make a motion to continue this discussion as we move towards the winter.

Councilor Grady Sexton asks what the top line benefits are of this certification.

Chief Osgood said that one of the things that is being discussed is accountability. He said that having an accredited commission holding departments accountable for their policies and proving that this stuff is being done on a daily, weekly, monthly, yearly basis. He said that they have also found that an accredited law enforcement agency tend to get sued for liability reasons far less than non-accredited agencies. He said that information was obtained by CALEA and Attorney Charlie Bauer who is an attorney that represents multiple municipalities throughout the State.

Councilor Keach said he would be interested in an analysis to cost benefit. He said it's a three year program, and it's been his experience that previously it required additional personnel at a Lieutenant's or Captain's level which is a fairly expensive position. He wondered what the benefit would be and if the city would get a return on that investment. He said that some of the questions contained in that analysis, would there be an actual reduction in the insurance premiums where we could be justified in obtaining that accreditation. He said he wonders if it would "open up a can of worms that we don't want opened up" and gave an example of a police station that is not adequate at the moment. He said it might cause us to ask questions that we are unable to answer at the moment but mainly it's the cost benefit. Is the benefit worth the cost?

Chief Osgood said that he would ask that the committee go through the trial period of examining this is to really determine those particular items, and to see what this really could cost. He said as far as personnel, he thinks in the initial phases of this self-assessment, which is the first phase of CALEA. He said that he thinks we should do a pre self-assessment first, the CALEA manual is 286 pages long. He said that a lot of departments hire an additional FTE who is an accreditation manager, and it's a civilian position. He noted that Manchester had an FTE and Nashua has a 28-32 hours civilian position. He said these managers help get to that onsite evaluation and then once accredited, they continue to manage the accreditation going forward. He said he would envision the City of Concord needing at least a 24-28 hour accreditation manager, maybe two years into the process and then beyond. The Chief suggests doing a pre-evaluation as a committee.

Mr. Carter said that he thinks this is a very positive thing to look into. He said the he would be more than willing to assist in this and serve on any board or group and help the Chief assess this in order to move forward.

Councilor Rice Hawkins said that she also thinks this is a good tool to begin to look at how the procedures and policies align in areas for improvement. She noted that Congressman Pappas has also introduced federal Legislation to provide grants to small and middle sized police departments for accreditation, not specifically CALEA but that was one of the programs mentioned. She said that she would be happy to look through those programs.

Ms. Hargrove said wanted to know what exactly we would get for our money for the accreditation.

Councilor Grady Sexton suggested pulling together a subcommittee to work with the Chief to try to determine that. She notes that Mr. Carter is interested in joining that sub-committee.

Ms. Hargrove states that she would join the subcommittee. She wondered what we are getting for the program if the department becomes part of it.

Mr. Carter said that he thinks that would be part of the scope of the work initially, to determine what it's going to cost, what the benefits are. He said that he thinks that needs to be looked at and that answer can't be given today.

Councilor Grady Sexton asks if anyone else on the Advisory Board would like to join the subcommittee. She said that she is happy to join the subcommittee, along with Ms. Hargrove and Ms. Carter so that the discussions can be continued.

Councilor Rice Hawkins said that she is willing to serve on that subcommittee as well.

Councilor Grady Sexton said that the group would get together and have some discussions and hopefully report back on early findings during the next meeting.

Chief Osgood says that it is helpful to have a subcommittee and that he thinks that the questions asked will be able to be answered as we move forward.

Review of the President's Task force on 21st Century Policing

The committee discussed the recommendations from the Task Force's report.

Chief Osgood began by reviewing some of the language used in the report to help the Board understand all of the terminology. He noted that the term "Procedural Justice" is the idea of fairness in the processes that resolve disputes and allocate resources. This concept, when embraced, promotes positive organizational change, increases good relations with the community and enhances police officer safety. The ways in which community members develop opinions about a specific interaction with a police officer (their assessment) is based primarily on two things: the outcome of the encounter (whether they received a ticket for example) and the process of the encounter (how the police officer came to the decision about whether to give a ticket and whether the police officer explained their decision making process). Procedural justice is concerned not exactly with what police officers do, but also with the way they do it. He noted that much research has been conducted on this topic and a main finding is that "police can achieve positive changes in citizen attitudes to police through adopting procedural justice dialogue as a component part of any police intervention." Every interaction between police officers and the public is an opportunity for law enforcement to build relationships, shape the reputation of the department and increase overall satisfaction.

Chief Osgood noted that there are four pillars of procedural justice. The first one is called fairness and consistency of rule application. Perceptions of fairness are driven not only by outcomes but also by the fairness and consistency of the processes used to reach those outcomes. Many times, the outcome of an interaction is less important than the interaction itself-whether respectful treatment was experienced by the

parties involved. The process of decision-making matters, the process of having a respectful conversation with a community member matters, and the process through which an outcome is arrived at matters.

The second pillar is known as voice and representation in the process. All people want to be heard. Everyone wants to feel as though they have a measure of control over their fate; having voice in situations that may be somewhat out of their control (such as whether they get a traffic ticket) helps them feel that their opinions matter and that someone is listening to their side of the story, taking them seriously and giving some consideration to their concerns.

The third pillar is called transparency and openness of the process. Transparency means that the processes by which decisions are made do not rely upon secrecy or deception. Decisions unfold out in the open as much as possible as opposed to behind closed doors. When police officers are as transparent as possible, community members are more likely to accept the officers' decisions-even if they are unfavorable to them.

The fourth pillar is called impartiality and unbiased decision making. Impartial decisions are made based on relevant evidence or data rather than personal opinion, speculation or guesswork. Americans have a strong sense of fairness, and especially in our media driven society-which allows for instant answers to nearly every question via the Internet-we want the facts. When people take the extra few minutes to make apparent to others the data used to make decisions, understanding and acceptance readily ensue.

Chief Osgood noted that another term that will be heard often is "Community Policing." The COPS Office definition of Community Policing is a philosophy that promotes organizational strategies that support systematic use of partnerships and problem solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime. Community policing is often explained through defining three pillars. The first one is partnerships. Collaborative partnerships between law enforcement agencies and the individuals and organizations they serve to develop solutions to problems and increase trust. These may include local government agencies or departments, community groups, nonprofit organizations, social service providers, private businesses and members of the media. The second pillar is known as problem solving. Engaging in the proactive and systematic examination of identified problems to develop and rigorously evaluate effective responses. The SARA model for example: scan, Analyze, Respond and Assessment. The last pillar is known as organizational transformation. Organizational transformation is the alignment of organizational management, structure, personnel and information systems to support community partnerships and proactive problem solving.

Community policing, like procedural justice, should permeate the agency at all levels. Community policing and procedural justice are related, complementary concepts. They are both primarily concerned about relationships-creating them and maintaining them. Community policing and procedural justice can be thought about as a community bank account where positive interactions with the community are deposited, while negative interactions will result in a withdrawal. Deposits strengthen relationships while withdrawals damage them. Every interaction a police officer has with a community member should be seen as an opportunity to make a deposit. And as we have seen, a singular negative interaction can largely bankrupt the community bank account. Procedural justice is the foundation of a 21st century model of policing.

Chief Osgood said that there is a section in the Task Force report that starts on page 85 of the recommendations and actions that give a summary. He said the he would start with recommendation 1.1 which is page 11 on his or it could be on page 85.

Chief Osgood said that the first recommendation is called "Building Trust and Legitimacy." He said that we want to build trust and legitimacy within the community. He said that the first one says that law enforcement culture must embrace the guardian mindset to build public trust and legitimacy. Toward that end police departments should adopt procedural justice as a guiding principal for internal and external policies and practices to guide their interactions with the citizens they serve. He said that the department just had a staff meeting earlier in the month where they went over procedural justice and said that this is the concept that the department has been building upon since the report came out in 2015, but even before that they have always been a community policing department. He said that he believes that the department scores a very high mark in this area.

Councilor Rice Hawkins asked if the Chief knows if any other police departments have trainings or documents or commitment cards around procedural justice that officers are trained on and signed as part of their orientation or anything of that nature that the department could incorporate.

Chief Osgood said that he is going to make sure that during the initial orientation, if it is not already in there, that they include that as part of their orientation.

Chief Osgood said that recommendation 1.2 states that law enforcement agencies should acknowledge the role of policing in the past and present injustice and discrimination and how it is a hurdle to the promotion to community trust. He said that many of police officers in Concord have been within the field for a long period of time. He said that they have been through ethics training, and that the original ethics training was written by John Brown who is an attorney of at the Attorney General's Office. He said that Deputy Chief Smagula has continued to update that with new information, and that the department has sound policies and a heavy reliance on community policing and doing that at every opportunity that they have. He said that they try to make positive interactions with the community and that the department tries to follow national best practices in their policies and trainings. He said that he is a member of the International Association of Chiefs of Police and he is constantly reviewing their model policies and trying to incorporate the language that they use into their policies. He said that he thinks that the police department does a pretty good job adhering to ethical standards.

Councilor Rice Hawkins said that she is curious with everything going on over the last couple months with tensions being high, she asks if there have been any internal conversations among the staff at the police department about concerns that are being raised in the public and where Concord Police Department falls within the responsibility of each officer in those situations.

Chief Osgood said that there have been both formal and informal conversations. He said he has spoken to his staff about the changes that legislature was about to make. He said that there have been conversations about defunding police. He said that there is also anticipation about the Governor's Commission on Law Enforcement and what type of changes might arise, in addition to any changes on the federal level. He said overall that the officers are doing great, they go with the times but and they continue to have conversations.

Councilor Rice Hawkins said that part of the reason that she asked the question is because as these conversations are unfolding there is obviously a lot of pressure on police departments and officers being on the receiving end of that criticism but also the actions of those "bad apples" within other policing units that have caused some of the continued police brutality and violence that has been seen elsewhere. She wonders

if there has been analysis and said that she would be interested in making sure that the department is having conversations about the importance of our police officers speaking out about that. She said she thinks that it's important to acknowledge the critical and powerful role that police officers play in communities and how the public trust has been harmed by some of the actions that have been seen elsewhere.

Chief Osgood said that he thinks that this goes back to the training and even before training, the department's rigorous hiring standards. He said that they are having the conversations and that the other day the Use of Force Policy was updated with information about the duty to intervene. He said that all the officers already knew that they had that duty, but now it's reflected in the policy.

Ms. Brown asked Chief Osgood about the people that walk the streets and openly carry, with their weapons showing. She said that she has seen how they have tried to intimidate the police and escalate situations. She wanted to know how the department deals with these issues. She said that it seems like the last time she saw this happen, the Concord PD handled it in a very professional way that she was impressed with. She asked if this seems to be a problem.

Chief Osgood said that he wouldn't consider it to be a pervasive problem in New Hampshire. He said that they mostly know who the department is, and what they are about and the department's message to them. He said that for the most part they are respectful to the Concord Police Department. He said it is part of the job and as long as the officers are engaged with them in a professional conversation, it goes back to procedural justice. He said you want to let them be heard and make the decisions from there.

Councilor Grady Sexton asked Chief Osgood to continue with the agenda item.

Chief Osgood said that a number 1.3 recommendation is that law enforcement agencies should establish a culture of transparency and accountability in order to build public trust and legitimacy. He said that this will help ensure decision making is understood in board with stated policy. He said that one of the things that is on the agenda today, is the department's Citizen Complaint Process. He said that the department does accept citizen complaints and that there is a whole protocol for that. He said that they are thoroughly investigated and each Deputy Chief has to review the final product and then make a recommendation which is sent to the Chief and they make a finding and come up with a resolution, whether that be disciplinary or not. He said that they always get back to the individual that makes the complaint.

Councilor Bouchard said that she appreciates the oversight that is in place but doesn't feel that it is really transparent to the citizens since the investigation is done in-house. She said that there may be some citizens that have a complaint but don't feel comfortable issuing it since it is investigated by people within the department. She said that she thinks it may be beneficial to look more at this process at the next meeting. She mentioned that the Concord Monitor had an article about police departments that had civil lawsuits but the article did not mention Concord at all.

Chief Osgood said that they received the Right to Know request from NHPR and requesting information from from about ten and a half years. He said that Primex has been the insurance carrier during that entire time period and they reported to the department that the department had zero.

Councilor Bouchard said that she thinks that's something that we can be very proud of.

Chief Osgood said that whenever there is any doubt in his mind or the command staff's mind that they always review it with legal counsel. He said that they are always vetting those decisions.

Councilor Grady Sexton said that the issue of citizen complaint process and internal investigation will be on the next agenda on August 31st.

Councilor Keach said that he brought this up about ten years ago. He said the City Attorney and City Council are still part of the same institution. He said that he would like to see an objective set of eyes that has nothing to do with the City and will discuss this further when the time comes.

Chief Osgood said that recommendation 1.4 says that law enforcement agencies should promote legitimacy internally within the organization by applying the principles of procedural justice. He said that when we think about interactions with the public it is called external procedural justice but this one talks more about internal procedural justice. He said that one of the examples that it talks about is involving the workforce in policy development. He said that then the department is going to change policies that some of the best information comes from front line staff or supervisors that are in charge of particular units or divisions. For example, when he looks at the domestic violence policy the first person that he goes to is Officer Spaulding which is the Department's Domestic Violence Officer. He said that they do have process of procedural justice internally. He noted that the department just swore in 8 new police officers a few weeks ago, and 35 off duty officer were there to welcome them. He noted that the officers started their own mentoring program for new officers, and each new police officer that comes to the City is paired with a current officer. He also said that at the request of the Patrolmen's Association that they have begun monthly meetings with Deputy Chief Smagula, who is in charge of the Field Operations Unit. These meetings help to open the communication and also remedy any issues that may arise. He said that he couldn't be happier with the way his command staff and police officers are really engaging in the internal procedural justice.

Councilor Rice Hawkins said that it is great to hear about the new hires, the welcome that they received and the mentoring program, but she had hoped that he would talk more about the action steps for transparency and accountability. In particular she was looking for information discussed at the last Public Safety Advisory board meeting relative to a breakdown of stops, summons, arrests, reported crime and other data in the annual report by demographics.

Chief Osgood said that the computer system can produce some of that data. He said that sometimes if an officer issues a written warning to someone they may not document the race, or it is self-reported as to what race they are. He said usually it can all be captured, especially with arrest data. He said that he and Deputy Chief were looking at a report from a CALEA Accredited police department about the type of report that they make publicly available at the end of the calendar year about use of force. He said they actually use a different term than "use of force." He said that even if he can't become accredited, he would at least like to follow the accreditation model as a best practice. He said what he would like to do is look at the accredited police departments and how they report the transparency and mimic that.

Chief Osgood said that recommendation 1.5 says that law enforcement agencies should proactively promote public trust by initiating positive non enforcement activities to engage communities that typically have high rates of investigative enforcement and involvement with government agencies. He said that they know which neighborhoods they go to often and that they can vary depending on the season. He said that the department is very reactive to the neighborhoods and that resources are assigned. He said that the Concord Royal

Garden's was an area that was very busy for the department and that there is a substation there now. He said that when the officers go there to write reports that they often talk to the residents in that area. He also said that bike patrol is used for high visibility in areas that may have problems. He talked about the Coffee with a Cop program that has been held throughout the city. He said that at the last meeting they spoke a lot about things that were done in the community. He said that as far as building trust with the immigrant community that he had previously talked about the driving program and the meetings that were being held with them.

Deputy Chief Thomas said that he went to Manchester for a meeting. It was a partnership between Concord Police Department, Manchester Police Department, Nashua Police Department and the State Police. He said that it was used to invite and educate new Americans throughout the state about law enforcement so that they could understand what American law enforcement is all about. He said that unfortunately some of these people have come from war torn countries and a person in uniform to them was the enemy. He said that they met with the different groups and it wasn't just for them to learn from the police departments but also for the officers to learn about them and the different cultures that they were coming from. He said that they held two of those meetings and he felt that it really connected law enforcement communities with the new American groups.

Chief Osgood said that the action item under 1.5.1 says that in order to achieve external legitimacy, law enforcement agencies should involve the community in the process of developing and evaluating policies and procedures. He said that the department has worked with an attorney a number of years ago regarding a mental health policy and how mental health was handled in the community, and recently reached out to Sarah Gagnon at Riverbend to update the wording of the policy. He said that moving forward the Department will continue to utilize experts in the community to help draft policies to ensure that they reflect the best practices in the field.

Councilor Rice Hawkins asked if the Public Safety Advisory Board or a citizen advisory board for the police department would be an appropriate place for policies to be reviewed.

Chief Osgood said that he didn't think so. He said that policy decision making has never been brought to the advisory board. He said that he was going to talk to Jim Kennedy about the Citizens Complaint Policy and see if it would be appropriate to post it on the website.

Councilor Grady Sexton thanked all the Board members and staff for attending the meeting. She said that the next meeting on August 31st there may be some new referrals to the committee so if approved by the council the committee may be welcoming some new members. She said that the next meeting will tackle the backyard chicken referral and discuss the citizen complaint process and internal investigations. She said we will continue the CALEA report out from the subcommittee which includes Councilor Rice Hawkins, Mr. Carter, Ms. Hargrove, herself and the Chief. A quick update on the homeless camp situation will be discussed along with a continued discussion on Presidents Task Force on 21st Century Policing. She said that the committee will continue to meet monthly. She asks for any closing remarks before adjourning.

Chief Osgood said that he has nothing further.

Councilor Rice Hawkins asked for the Task Force Policing Recommendations to be posted on the website.

Councilor Grady Sexton said that the link can be kept in the agenda as well.

Chief Osgood said he will work with IT on this request and to try to get the Zoom meetings posted on the website as well.

Councilor Pierce apologizes for being a little late and thanks the Chief.

The meeting is adjourned at 4:31 p.m.